THE

LOCAL GOVERNMENT SERVICE

No. 11. November, 1930. Vol. 13.

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Communications.

All communications should be addressed to the General Secretary, and communications on different subjects, or relating to separate departments—*e.g.* "Branch," "Legal," "Education," "Superannuation," "Approved Society," "Provident Society," "Travel Bureau," "Service Conditions," "B. and O. Fund," "Official Journal"—should be sent as separate letters.

CONTRIBUTIONS.

The "Local Government Service" is published the 1st of each month. All contributions, which should be addressed to the Editor, "Local Government Service," 24, Abingdon Street, Westminster, S.W.1, should be received not later than the 15th of the preceding month. Opinions expressed by correspondents or in contributed articles are not necessarily held by the Editor or the Association. The Editor welcomes articles and letters on subjects of interest to Local Government Officers. Such contributions should not be of too great length, and should be typed on one side of the paper.

"By these three virtues be the frame sustained:
Of British Freedom—Independent Life,
Integrity in Office, and o'er all,
Supreme, a passion for the Commonweal."—THOMSON.

Note of the Month.

SALARIES AND PROMOTION.

WE feel justifiably proud of two aspects of a particular section of the Annual Report of the Ministry of Health. On another page will be found extracts from the Report, which is an admirable document deserving of close study by everyone interested in Local Government administration.

The extracts mentioned are from those sections of the Report dealing with Superannuation, Salaries and Promotion, Audit and Public Assistance Staffs, but we propose here to deal at greater length with the section devoted to Salaries and Promotion.

This section states:—

> "In this Final Report the Royal Commission on Local Government made the following recommendation (page 160): 'It would be desirable for local authorities to consider by what procedure the publicity given to invidious discussions of personalities in connexion with questions relating to salaries and promotions of individual officers might be minimised.' They also state (page 148): 'We are impressed by the fact that this question has been raised not

only by representatives of local government officers, but by representatives of local authorities who, without any desire to limit proper public discussion of the expenditure of public money on salaries, strongly deprecate public debate upon the salary and promotion of individual officers. It is clear that the publicity given to invidious discussions of personalities may have very detrimental effects upon the service, and it would be desirable for local authorities to consider by what procedure this might be minimised.'

"The Minister takes this opportunity of bringing this recommendation to the notice of all local authorities. The work of local authorities, whether regarded from the point of view of money or from that of well-being of the community, is now so important as to make it increasingly necessary to attract to it the ablest men. This will not be achieved if there is public debate on the salaries to be paid to particular officers. No one likes to have the question of his remuneration bandied about in public debate, and men who should be drawn into the service may refrain from entering it if they are to be subjected to this disability.

"The Minister therefore urges every local authority to follow the recommendation of the Royal Commission, which they can do without in the slightest degree relaxing control.

"In this connexion the Minister would also press on local authorities that, instead of considering increase of salaries in each individual case (other than in exceptional circumstances), they should adopt definite scales, the whole staff being organised in appropriate classes. This is usually far the better plan; the whole field of the local authorities' service can then be more fully surveyed, with periodical review as may be necessary, and the work is likely to be better organized."

There are two distinct recommendations here: (*a*) the minimisation of public debate on individual salaries and (*b*) the establishment of salary scales.

As regards the former, the Association has always deprecated as unfair the public discussion of how much any particular officer receives and why he receives it. This attitude has in no way run counter to public control over expenditure, but merely sought to protect a defenceless official from the indignity and injustice of having his salary discussed publicly and, so often, without full knowledge of his duties and responsibilities. This attitude is fully supported by the Minister of Health.

From the time of the issue of the findings of the Royal Commission, the Association fastened on this particular recommendation, and immediately after the Conference a letter was sent to each branch asking if it desired a communication to be addressed to its authority on this question. On the replies received from branches, letters have been sent to 80 authorities on the question. So far, not all the authorities have responded, but the general trend of the replies is favourable.

From the comparatively small number of requests received from branches it is apparent that the Association's long-continued efforts were having a good effect, and the Minister's endorsement of its policy should ensure uniformity in this measure of justice to officials.

As regards the other recommendation of the Minister—that salary scales should be formulated—this, again, is an official backing of an existing claim and policy of the Association.

It will be observed that the argument advanced by the Minister is not merely that it is fairer to the officer, but is better for the authority, as "the work is likely to be better organised."

Some argue that salary scales trend to keep the brilliant officer within too low a limit, but this is fallacious. Nothing in a scale holds any man down; it merely ensures that in the normal way he shall advance at a certain rate, while meritorious work and added responsibilities will lead to advancement to a higher grade.

Our feelings of pride at the Minister's endorsement of our policy is overshadowed by the hope that, with this clear lead, authorities which have held back in the past will now join with those who have established just conditions in these two particulars.

At Headquarters.

Meetings of the National Executive Council and Committees.

Meetings of the Standing Committees took place at Headquarters on Friday, the 17th October, and of the National Executive Council on Saturday, the 18th October.

At the meeting of the National Executive Council:—Messrs. A. P. Johnson (Chairman), E. W. B. Abbott, A. G. M. Archibald, W. W. Armitage, W. G. Auger, J. T. Baker, H. Begg, A. G. Bolton, J. Chaston, G. W. Coster, F. R. Finch, T. Freeman, J. E. Gee, F. W. Greenhalgh, D. L. Griffiths, G. Llewellyn, W. E. Lloyd, F. B. Lunt, F. Marsden, M. O. McAuliffe, H. S. Newton, G. Parker Morris, Sir Tom Percival, Messrs. A. Pinches, C. A. W. Roberts, E. H. Scarlett, J. W. Singleton, J. H. Stone, R. Walls, F. J. Willett, J. W. Wilkinson, W. H. Whinnerah, L. Worden, Dr. A. Wotherspoon, Mr. J. H. Yates and Mrs. G. Franks, were present, and the General Secretary was in attendance.

Annual Conference, 1932.

An invitation to hold the 1932 Conference at Bridlington was referred to the Conference Agenda, 1931, for consideration.

Logomia, Ltd.

Certain questions on the representation of the Association on the Board of Management of Logomia, Ltd., were referred to the Honorary Solicitor for opinion.

Presidency.

A special Sub-Committee consisting of Messrs. E. W. B. Abbott, A. G. M. Archibald, W. W. Armitage, J. T. Baker, G. W. Coster, F. R. Finch and J. W. Wilkinson was appointed on the following motion by Mr. E. W. B. Abbott:

"That the question of the policy to be adopted with reference to the election of President of the Association, together with any consequent alterations of the Rules be remitted to a Special Sub-Committee which shall be requested carefully to consider the whole matter and submit a report with recommendations to the next meeting of the National Executive Council."

A letter from the East Midland District Committee asking the Council to consider the desirability of the office of President being changed annually was referred to the Sub-Committee.

Benevolent and Orphan Fund.

Constitution of Regional Committees.

In consequence of the difficulty experienced in constituting Regional Committees after the Annual Conference, and in time for them to meet before the summer meeting of this Committee it was decided that Rule 17(*c*) shall be interpreted to provide that the District Committees shall nominate their representatives on the Regional Committees at their first meetings after the Annual Conference and that the representatives so appointed shall hold office for the period of .twelve months.

Financial Statement.

The Chairman submitted a Financial Statement comparing the receipts and payments for the period 1st January, 1930, to 7th October, 1930, with the receipts and payments for the corresponding period last year. This showed that for the period in 1930 the receipts (including Investments realised) were £10,091 13s. 5d. as against £8,691 13s. 5d. for 1929; whilst the payments for the period in 1930 were £8,190 16s. 7d. as against £7,398 5s. 8d. in 1929. The Income (including Investments realised) for the year 1929 was shown to be £18,736 6s. 9d., and the Expenditure, including Investments, £18,895 4s. 10d.

Christmas Hampers.

A list containing the names of 189 *beneficiaries* of the Fund to whom the Regional Committees had recommended that Christmas Hampers should be forwarded was submitted, and it was decided to send the following Christmas Hampers to them:—

For married persons and widows with dependents: 1 lb Tin tea, ½ lb. Tin cocoa, 1 Tin Assorted Biscuits, 1 lb. Box Chocolates, 1 Invalid Port, 2 lb. Xmas Pudding, 1 Xmas Cake, 1 lb. Metz Fruits, 1 Tin Pears, 1 Tin Peaches, ½ lb. Muscats and Almonds, 2 oz. Bovril, 2 lb. Strawberry Jam, 1 lb. Crystallized Ginger.

For single persons and widows without dependents: 1 Xmas Cake, 1 Xmas Pudding, 1 Bottle Port, 1 lb. Tin Tea, 1 lb. Box Chocolates, ½ lb. Metz Fruits, ½ lb. Muscats and Almonds, 1 lb. Strawberry Jam, 1 lb. Marmalade, ½ lb. Crystallized Ginger, 1 Tin Peaches, 1 Tin Pears, ½ lb. Tin Cocoa, 1 Tin Sardines.

"Help Yourself" Annuals.

It was reported that 38,740 "Help Yourself" Annuals had been ordered by Branches for sale on behalf of the Fund.

National Sweepstake.

Consideration was given to Resolutions passed at meetings of the Metropolitan, North-Eastern, Yorkshire, East Midlands and South Western Regional Committees and the South Western District Committee, recommending the Management Committee to consider the desirability of organising an annual national sweepstake in aid of the Fund, on condition that it be limited to N.A.L.G.O. members. The Council decided that it was not desirable to organise a sweepstake in aid of the Fund.

Service Conditions.

Public Debate on Salaries.

It was reported that at the request of Branches, eighty communications had been sent to Local Authorities asking them to observe the recommendation of the Royal Commission regarding publicity as regards salary and promotion; that replies to these communications showed that in the majority of cases the recommendation was being observed; in two instances definite resolutions had been passed as a result of our communication. It was pointed out that the Minister of Health in his Eleventh Annual Report referred to the recommendation of the Royal Commission, and brought the recommendation to the notice of all Local Authorities and urged its adoption.

Whitley Councils.

A deputation consisting of Messrs. D. McDougall (West Ham), A. Garrard (East Ham), and E. A. S. Young (Willesden), was received from the Metropolitan District, and each spoke as to the desirability of the institution of a National

Whitley Council, Provincial Whitley Councils, and particularly a Provincial Council for the Metropolitan Police area in addition to that already in existence for the County of London. It was decided to write to the Metropolitan District Committee stating what the Association had done in regard to these matters, the efforts that are at present being made to establish a National and also Provincial Whitley Councils, and the difficulties that have been encountered; and to invite the Metropolitan District Committee to formulate and submit suggestions as to further methods which they consider would assist in the establishment of Whitleyism on the lines asked for by the deputation.

National Standard of Conditions.

A draft programme of a national standard of conditions of service was prepared for circulation to District Committees for observations. Similar action was taken in regard to the formulation of a National Scale for the consolidation of salaries.

Representation on N.E.C.

Arising out of the Conference resolution, amendments to Rule 51 were drafted to allow of representation on the N.E.C. on the basis of complete units of membership. The amendments will be published later in the Agenda for the Edinburgh Conference.

Sports Tournaments.

Rules were sanctioned governing the Tennis, Bowls and Golf Competitions to be held in connection with the 1931 Conference.

Sea Cruise.

Arrangements for the Nalgo sea cruise were authorised, and a steamer has been booked to leave Liverpool on Saturday, the 25th July, 1931, for a cruise to take 22 days.

Standing Joint Committee.

The Library Association have appointed representatives on the Standing Joint Committee, and will represent the Association of Assistant Librarians, which is a section of the Library Association. An Agenda was drafted for the next meeting, the date of which will be decided later.

Retired Membership.

Thirty-three applications for enrolment as retired members were granted.

Law and Parliamentary.

Principles of Legal Assistance.

A draft memorandum is being prepared laying down general principles on which a decision could be reached as to whether legal assistance should be given, particularly in cases of criminal proceedings.

Manchester Corporation Bill.

A letter was read from the Salford Branch stating that it had been agreed to insert in the Manchester Corporation (General Powers) No. 2 Bill the clause designed to protect any Salford Officers who may be affected by the proposed transfer of the Salford Water Undertaking to Manchester.

The letter concluded: "I reported the matter to my Executive Council at their meeting last evening, when they instructed me to convey to the members of the Law and Parliamentary Committee and to yourself their hearty congratulations upon and sincere thanks for the happy result which has been achieved."

Solicitors Bill.

It was reported that correspondence had taken place on the Solicitors Bill, and that it was finally agreed that Sir William Hart, as Chairman of the Town Clerks Society, should convene a meeting of representatives of the Societies and Associations interested in the Bill. It was pointed out that it was understood that the Bill had now been dropped and that it would not, therefore, be necessary to hold a meeting of the interested parties for the time being. The Committee agreed to leave it to the special Sub-Committee to take action should the Bill be re-introduced.

Applications for Aid.

Applications for legal advice and assistance were considered, and the state of cases in which assistance was being given was reported.

In one case of compensation for the widow of a member the Legal Secretary reported that a settlement had been reached, the Insurance Company having agreed to pay £250 as compensation and £21 costs.

Brighton Transport Bill.

It was reported that the Association had been watching the progress of the Brighton Transport Bill, and that the Association's Solicitors prepared draft Clauses protecting the rights of the members of the Brighton Branch which were submitted to the Corporation; and that the Corporation had not only agreed to the provisions we suggested but had slightly modified them so that they were even more to the advantage of the officers.

Superannuation.

The following points are to be brought to the notice of the Minister of Health with a view to their inclusion in the proposed Superannuation Bill:—

1. To enable an Assessment Committee whose area (or the greater part thereof) is comprised in the area of a County Borough or Borough to combine with the County Borough or Borough as the case may be for the purposes of the Superannuation Act.

2. To enable widows of superannuated persons to receive pensions on terms not less favourable than those granted by the Cardiff Corporation Act, 1930.

3. To enable an officer or servant to whom a scheme made under Section 27 of the Widows', Orphans' and Old Age Contributory Pensions Act, 1925, applies who is promoted or transferred to an employment which is no longer an insurable employment under the National Health Insurance Act, either to:—

(*a*) Continue to contribute to the Superannuation Fund at the reduced rate in which case the superannuation allowance payable shall be reduced as from the date on which he attains the age of 65 years in accordance with the provisions of the scheme; or

(*b*) contribute in future at the ordinary rate and suffer no deduction of superannuation allowance as from the date on which he attains the age of 65 years.

Provided that if he exercises option (*b*) he shall within twelve months of such promotion or transference pay into the Superannuation Fund a sum equal to the difference between the sum which he would have paid if he had contributed at the ordinary rate, together with accumulated interest thereon, to the date of payment, and the sum which he has actually contributed at the reduced rate, together with accumulated interest thereon.

4. To bring within the general Superannuation scheme all officers and servants of Authorities having a Local Act Superannuation scheme who do not come within the latter scheme.

5. To enable a joint Committee or Board appointed by constituent authorities (not all of whom are *local* authorities) for any purpose under statutory power to be admitted to the superannuation scheme of the County Council or of any such constituent local authority.

6. To protect the expectant rights of officers to whom the Superannuation (Metropolis) Act, 1866, applies.

7. To enable the whole of the service of all established officers in the employ of Local Authorities on the appointed day (excluding previous service with other Authorities) who are subject to the provisions of the Superannuation (Metropolis) Act, 1866, to rank as contributing service.

Further consideration will be given to the following recommendations received from the Metropolitan District Committee :—

(*a*) That the Superannuation (Metropolis) Act, 1866, be not considered a Local Act Superannuation Scheme for the purposes of the proposed new general Superannuation Act.

(*b*) That provision be made for sums payable in lieu of transfer values under Section 8(2) of the Act of 1922 to be deducted from income for the purpose of assessment to Income Tax, in like manner as superannuation contributions are deducted.

Cases Considered.

Since the last meeting of the Committee the following cases have been dealt with at Headquarters :—

COMPENSATION FOR LOSS OF OFFICE OR EMOLUMENTS.

Under the Local Government Act, 1929.	No. of Cases.
Transferred Poor Law Officers	31
Transferred R.D.C. Officers	2
Under the Rating and Valuation Act, 1925 ...	8
Under an Order of the Registrar-General made under Section 11 of the Births and Deaths Registration Act, 1837	1
	42

CONDITIONS OF SERVICE OF TRANSFERRED OFFICERS.

Under the Local Government Act, 1929	11
Under the Rating and Valuation Act, 1925 ..	3
	14

GENERAL LEGAL QUESTIONS.

Subject.	
Superannuation	34
Alleged libel or slander	2
Employers' Liability	1
Standing Order of a Town Council	1
Income Tax on Gratuity received by an Officer	1
Alleged Irregularities by a Relieving Officer ...	1
Extension of a Borough Boundary	1
Compulsory Vaccination Order	1
	42

County Revision Schemes.

Mr. G. W. Coster drew the attention of the Committee to the fact that Counties were now preparing schemes for the revision of areas under Part IV of the Local Government Act, 1929, and asked that consideration should be given to the provisions made in these schemes relating to compensation of officers. It was decided that enquiries should be made of the Minister of Health as to what provisions are to be included in such schemes, and what line of action it is proposed to take in connection with this question.

Education.

Exemptions.

Forty-three applications for exemption from the Association's Preliminary Examination were considered, and 42 granted.

Examinations.

It was reported that at the Nalgo Examinations held in May 106 candidates sat for the Preliminary, 50 for the Intermediate, and 6 for the Final. Of these the passes were 28, 20 and 4 respectively. The Assessors came to the conclusion that no candidate had attained a sufficient standard to warrant an award of a prize this year.

Mr. P. Ford, B.Sc. (Econ.), Head of the Department of Economics and Commerce of University College, Southampton, has agreed to act as examiner for the subject " Elements of Economics " in the Association's Intermediate Examination.

Contact With Universities.

Following on the resolution of Conference, steps have been taken to bring the Association into closer contact with the provincial Universities and Colleges—with a view to the broadening of the Educational Policy of the Association. Certain Universities have been approached, and with some of them active discussion is proceeding.

The Summer School.

Warm praise was given to the report on the very successful Summer School at Oxford, and it was decided that steps should be taken to organise the event for next year. Up to the present it has not been possible to arrange the necessary accommodation at one of the Cambridge Colleges, but the President has promised to explore the possibility, and do what he can.

The Scottish District Committee propose to hold a Summer School for Scottish members at St. Andrews University, and the N.E.C. authorised the expenditure of a certain sum towards its organisation.

Sir Arthur Robinson, Principal Secretary of the Ministry of Health, who opened the School this year, refunded the amount sent to him in respect of his expenses, and it has been decided to place this sum towards the establishment of a " Sir Arthur Robinson " Prize in connection with the Summer School, 1931.

Institution Officers.

In connection with the examination of the Poor Law Examinations Board the N.C.I. has now established a course for Institution Officers. The course will cover every subject required, and will be conducted by an expert panel of tutors.

Lending Library.

The thanks of the Committee were accorded to Mr. A. M. Weaver, Kensington Town Hall, for presenting to the Students' Lending Library a set of 26 volumes of the Proceedings of the Incorporated Association of Municipal and County Engineers from 1886 to 1912, and to Mr. F. V. Merriman for books to the value of £2 16s. (being the fees paid to Mr. F. V. Merriman, Reading, for acting as examiner in Education, Sections A and B, in the N.A.L.G.O. Final Examination held last May).

Departmental Committee.

A Committee was appointed to draw up evidence if called upon so to do, and to arrange for members to present this to the Departmental Committee on Qualifications, Recruitment, Training and Promotion of Local Government Officers. The Committee consists of :—The President of the Association, Mr. E. W. B. Abbott, Mr. J. Chaston, Mr. S. Lord, Mr. F. Marsden, Mr. G. Parker Morris, Sir Tom Percival, Mr. C. A. W. Roberts and Mr. J. W. Wilkinson.

Finance

N.E.C. Voting Papers.

Rearrangement of the Voting Papers for the election of members of the N.E.C. was decided on in conformity with

the resolution of Conference. The alterations will considerably reduce the size of the voting papers, and will facilitate the work of counting votes.

Conference Representatives.

Consideration was given to the question of encouraging and enabling all Branches to send a representative to Conference, but while every avenue was explored it was not found possible to recommend any alteration of the present system. A comprehensive report on the subject is being prepared for Conference.

Reorganisation of D.O.S. Areas.

In consequence of the situation arising out of the transfer of Poor Law Officers it was decided to constitute the Metropolitan and Eastern District Committees' areas as one area for a separate Divisional Organising Secretary.

Mr. F. Thomas will organise the Southern, South-Western and South-Eastern Districts, and Mr. H. Slater has been appointed D.O.S. for the Metropolitan and Eastern area as from 1st November. [*A note on Mr. Slater appears on another page*].

International Union of Authorities.

The President was appointed to represent the Association on the Organising Council for the International Congress of Local Authorities to be held in this country in 1932, with the Earl of Derby as Chairman.

Loans for Educational Facilities.

A long report recommending that the Association should not undertake the system of loans to enable juniors to obtain tuition and books was debated at length, and it was finally decided to refer the matter back with instructions that a scheme should be prepared for later discussion.

Scholarships.

A report advocating the award of Scholarships was considered, and was referred to the Education Committee.

Special Sessions at Conferences.

Consideration was given to a report on the question of holding a Special Session at future Conferences, attention was given to the fact that normally Conference occupies all the time available, and that it is not every year that subjects arise which would justify discussion with the representatives of Authorities. It was therefore decided to recommend that Special Sessions should only be arranged when something arises which can be advantageously discussed by both sides.

Hospital Services.

A complete statement of the information collected in regard to the provision of fee paying wings in General Hospitals is to be circulated to Branches, and attention drawn to an official pamphlet on the subject.

Holiday Home and Camp.

Communications suggesting buildings suitable for a Holiday Home and sites for a Holiday Camp were considered. Certain of these are being further investigated, and the particulars obtained will be considered later.

Financial Statement.

The Honorary Treasurer submitted a comparative statement of the receipts and payments for the period from the 1st January to the 27th September, 1930, with the receipts and payments for the corresponding period of 1929, and the income and expenditure for the year 1929. This showed that the receipts to September, 1929, amounted to £20,403 14s. 8d., and the payments to £22,908 6s. 1d., and the receipts and payments during the same period of 1930 were £26,836 9s. 3d. and £30,515 2s. 2d. respectively, and that the income and expenditure for 1929 amounted to £42,823 18s. 0d. and £41,301 13s. 6d. respectively.

Nalgo Provident Society

Financial Statement.

The Chairman submitted a Financial Statement comparing the receipts and payments for the period 1st January, 1930, to the 7th October, 1930, with the receipts and payments for the corresponding period last year. This showed that for the period in 1930 the receipts, including the repayment of mortgages, were £32,090 8s. 5d., against £27,251 18s. 2d. in 1929, whilst the payments, including investments, for the period in 1930 were £34,482 5s. 5d. as against £21,079 19s. 1d. in 1929. The income, including repayment of mortgages for the year 1929, was shown to be £37,433 11s. 9d., and the expenditure, including investments, £34,485 11s. 11d.

Membership Campaign.

It was stated that a scheme to assist the membership campaign had been approved, and forwarded to the Local Correspondents.

Stabilising Transfer to "Rest."

After a study of the amounts transferred to "Rest" during the past 10 years, it was decided to defer for further consideration the question of stabilising the amount to be transferred.

Permission to Let.

An application for permission to let his house was granted to a member on account of his having obtained a new appointment, and the Secretary was instructed to report on the case in twelve months.

Local Correspondents' Fees.

A report on the question of the fees to be paid to Local Correspondents was deferred for consideration until the question of placing the Life Assurance of this Society and Logomia, Limited, into one Fund has been decided.

Constitution of Committee.

On the question of the constitution of the Management Committee it was decided that the Annual General Meeting of the Nalgo Provident Society shall in future be asked to elect three members on the Management Committee, and to leave the National Executive Council to nominate the remaining number.

Policies for Members' Wives.

On the request that the wives of members be permitted to take out Endowment Assurances under Table IV, it was decided to take no action until the question of placing the Life Assurances of this Society and Logomia, Ltd., into one Fund had been decided.

Progress.

The following figures showing the membership at the 31st December, 1929, and the progress made since the 1st January, 1930, were submitted :—

Benefit.	At 31.12.29	Present Active Membership.
Sickness	7,687	7,989
Death	491	511
Whole Life	35	37
Endowment	594	658
Simple Endowment	255	268
	9,062	9,463

Transferred Officers.

Scales of Salaries.

A Sub-Committee consisting of the Chairman, Vice-Chairman and Messrs. Miller, Newberry, Roberts and Dr. Williamson, was appointed to examine and report on :

(1) The scales of salaries for Officers of Institutions which had been approved by the N.P.L.O.A.

(2) Whether the New Draft National Scales prepared by the Service Conditions and Organisation Committee is suitable and if so to what extent for transferred Poor Law Officers engaged in clerical duties.

(3) The scales of salaries recommended by the National Association of Masters and Matrons of Poor Law Institutions and the National Association of Relieving Officers.

South Shields Salaries.

With regard to the action of the Public Assistance Committee at South Shields in making drastic recommendations affecting the salaries and emoluments of a large number of officers at the Harton Institution, it was reported that, in addition to reducing the salaries very seriously, it was also proposed to reduce the ration allowance to 9s. per head per week.

The Legal Secretary reported that he had received information to the effect that this week the South Shields Corporation had received the Minister's approval of the scheme made under Sections 4 to 8 of the Act of 1929, and that consequently the Public Assistance Committee now had power to deal with the appointments and remuneration of the Public Assistance staff ; that an application was being made to the Minister for sanction to reduce salaries, etc., of transferred Poor Law Officers whose appointments can only be determined with the Minister's consent and that steps were also being taken to reduce the salaries, etc., of other classes of transferred Officers.

It was decided to obtain at once particulars of one or two cases suitable for commencing action against the Corporation to decide whether the Corporation have power to make the proposed reductions, having regard to the provisions of Sub-section (1) of Section 121 of the Act of 1929, and that on such particulars being obtained proceedings be commenced forthwith.

Cases Dealt With.

Since the last meeting of the Committee the following cases of transferred Poor Law Officers arising out of the Local Government Act, 1929, have been dealt with at Headquarters :—Compensation for loss of office or emoluments, 31 ; Conditions of service, 9 ; Superannuation, 19 ; a total of 59.

Membership of B. and O. Fund.

It was decided to call the particular attention of transferred Poor Law Officers to the fact that for a minimum annual subscription of 2s. 6d. they may become members of the B. and O. Fund, and to communicate with the heads of the transferred Poor Law Institutions asking them, where possible, to organise social functions such as dances and whist drives in aid of the Fund.

Nalgo Approved Society.

Death of Mr. Wynne Jones.

The Secretary reported that Mr. J. T. Wynne Jones, a member of the Committee, died on the 13th September, 1930, after a short illness, and that arrangements were made for a wreath to be sent to his funeral, which took place on the 18th September. He also stated that he anticipated the wishes of the members of the Committee and conveyed to Mrs. Jones their heartfelt sympathy in her tragic bereavement. The action taken by the Secretary was approved, and the Committee signified their deep regret by standing in silence.

Admissions to Nalgo House.

A comparative statement submitted showed that the admissions to Nalgo House for the first three quarters of 1930 were : Approved Society (Free) 88, Approved Society (Paying) 13, Association 5, B. and O. Fund 46, and Provident 47. For the same period of 1929 the figures were : Approved Society (Free) 55, Approved Society (Paying) 10, Association 5, B. and O. Fund 58, Provident 49.

Investments.

The Committee agreed to the conversion of £1,500 Union of South Africa Consolidated 6 per cent. Stock 1930–40 held by the Society into an equal nominal amount of Union of South Africa 5 per cent. Inscribed Stock 1950–70 ; and it was reported that the Society would, therefore, receive the full six months' interest on the 6 per cent. Stock on the 1st November, 1930, together with a cash payment of £2 per cent.

Authority was given to invest the amounts of £1,000 and £50 notified as available by the Ministry of Health and the Department of Health for Scotland.

Next Meeting.

The next meeting of the Management Committee will be held in London on Saturday, the 17th January, 1931, at 10.30 a.m.

MINISTRY OF HEALTH (*Continued from page 259*).

officer having almost invariably been a former officer of a board of guardians.

"One hundred and ninety of the 635 poor law unions extended into more than one county or county borough, and in all of these special arrangements had to be made for the transfer of institutional property and officers to the new authorities on April 1st, 1930. Memoranda on the subject (L.G.A. 26 and 27) were circulated to the county and county borough councils in November, 1929. The majority of the authorities arrived at agreement about these matters, although many of the agreements were not formally settled before 1st February, 1930, and therefore had, under the Act, to be embodied in Orders of the Minister settling the authority or authorities to whom the institution or the officer in question should pass. Orders had also to be made where no agreement had been arrived at."

Can We Ignore Portents?

What Does the Future hold for Local Government Officers?

[CONTRIBUTED.]

There have been great political upheavals in Germany during the last few weeks, and we are told that spartan economy is necessary to balance the German Budget and keep the country from political chaos. The numbers of unemployed are growing apace in that country, and it is proposed to increase the weekly precept on all wages from 4½ per cent. to 6½ per cent. to relieve the burden of grants from the Unemployment Insurance scheme. The employers and the employed are to pay half each.

The Civil Servants of Germany—and that term includes those who would be called Local Government Officers in this country—have heretofore had a 2½ per cent. deduction from salaries, and it is now proposed to increase that contribution to 5 per cent. As there is no date fixed when this is to cease, the effect is a permanent reduction. The increase in the deduction from Civil Servants' salaries has been made to pacify wage-earners.

Australia has also to face a financial situation of extreme gravity, to ameliorate which sweeping economies are proposed, including the reduction of salaries of Ministers and public servants. It is suggested that Ministers should accept 15 per cent., Members of Parliament 10 per cent., and public servants an amount ranging from 2½ per cent. to 12½ per cent. deduction from their salaries. The proposals even extend to a 10 per cent. cut in pensions. It is natural that these proposals are causing considerable interest in the Press of all countries, and particularly does it fascinate our own Press, which is not too kindly disposed to public officers.

No section of the public realizes more vividly than Local Government Officers the disastrous effect of the economic and industrial depressions in this country, and all are well aware that there are many persons who believe that cuts in public expenditure are the only way to stimulate a revival of industry. Usually their single idea of cuts in public expenditure is confined to salaries and wages. It would be folly to ignore the possibility of the present murmur developing into a campaign in this country, especially if the Australian and German proposals are proved to be a contribution to rehabilitation. It is the easiest thing in the world to shout for a reduction of the other fellow's wages.

Quite apart from the fact that the positions in Australia and Germany arise from different causes, and the situation in this country differs from both, it is not generally realized that as our industrial depression widens more and more responsibilities and duties are placed upon local bodies; that means more work for the officials, and it is not a principle of industry to reduce directors' fees and wages of employers as their business expands and grows.

When public enthusiasm is aroused, logic and common sense may suffer. Argument has usually no soothing effect upon a wounded animal. There may be no immediate cause for alarm, but, on the other hand, we must be alert. If anything of its kind is attempted, there will be no selection of departments; it will hit us all, and without distinction of sections or grades. For once we shall realize that we are all Local Government Officers, notwithstanding different designations and professional labels, and if there are any gaps in our ranks we shall have to close them.

Service Conditions.

Early this year the Llanelly Town Council carried a resolution that no officers of the Council should be employed in connection with the municipal elections, and that the posts should be filled from the unemployed; also that if it became necessary to employ an officer, any fee he received should be paid into the Council's Funds. A protest was recently made by the Divisional Organising Secretary on behalf of the officers, and we are glad to record that at their last meeting the Council rescinded the resolution.

Discussion of Salaries.

At a meeting of the Northampton Town Council, the following motion was carried unanimously: "That it is desirable that all recommendations of Committees relating to salaries of individual officers of the Corporation should first be considered by the Council in committee."

The following interesting comment appeared in the local Press:—"Undoubtedly . . . open discussion (of an official's salary) is detrimental to discipline in the department in which the particular official holds a responsible position; it is privileged in that the official has no right of reply to statements which may be construed into reflections on his professional ability; and it may actually, if unintentionally, do him damage. On the other hand, it should be remembered that open discussion may prevent members of the Council speaking their minds as they ought to do when the welfare of the department is at issue."

Bournemouth Grading.

The synopsis of the case for grading presented to the Bournemouth Council contains the following points:—

"Grading regulates remuneration and introduces a system tending to equality of treatment as between department and department, encourages an educational standard of entry and probationary period for junior entrants.

Council knows its commitments in regard to salaries, and the official knows his prospects in the service.

Scale should provide in the lowest grade for progress up to a living and marrying salary at the age of 26. Higher grades are requisite for officers having more important duties.

The Committees and Council would be relieved of the further consideration of grade salary increments except where service was not satisfactory.

The Committees and Council would only require to deal with questions of promotion from one Grade to another.

Merit and ability would be recognised, and increments would not depend on importunity by the employee.

The subject of salaries would not be likely to be featured in the Press.

A scale encourages proficiency as opposed to patronage.

Anomalies are reduced to a minimum.

Grading has been adopted by the staffs of practically all the banks and commercial establishments and by the larger Local Authorities.

Practically all the 82 County Boroughs have adopted grading schemes.

The advantages of Grading have been conclusively proved by practice. It tends to remove the existing discontent and jealousies, promote efficiency and improve the relationship between Council and staff.

The great increase in duties imposed on Local Authorities and their staffs during recent years, and the further responsibilities that will be entrusted to them in the near future, emphasise the need for a well-recruited staff employed under conditions that will attract and retain them in the Service as a definite career."

(*Continued on page* 267.)

Ministry of Health.

Annual Report for 1929-1930.

The Eleventh Annual Report of the Ministry contains over 280 pages of matter interesting to practically every Local Government Officer.

It is not within our purview to comment on the bulk of the contents of this Report, but we publish here extracts bearing on Superannuation and Service Conditions.

In regard to superannuation the Report states :—

"From the passing of the Act of 1922 to the 31st March, 1930, approval has been given to its adoption by 220 local authorities, viz., 42 county councils, 51 county borough councils, 4 metropolitan borough councils, 56 borough councils, 49 urban district councils, 11 rural district councils, and 7 miscellaneous authorities.

'The Minister has also approved 19 combination schemes under section 5 (1) of the Act, affecting 166 local authorities, and 322 agreements under section 5 (3) of the Act, by which authorities who have adopted the Act admit to its benefits officers and servants of other authorities or statutory undertakers.

"The Minister approved two schemes under section 24 of the Act, substituting, with the modifications necessary for protecting the rights and interests of the various parties, superannuation schemes under the Act of 1922 for existing superannuation schemes under local Acts. Ten local authorities have now by procedure under this section substituted the Act of 1922 for superannuation schemes previously in operation in their areas.

"Approximately 152,000 officers and servants have been brought within the Act, and the total estimated annual cost to the local authorities, exclusive of administrative expenses, is approximately £1,643,200.

"The Minister approved ten schemes under section 27 of the Widows', Orphans' and Old Age Contributory Pensions Act, 1925, reducing, in view of the contributions and benefits under that Act, the contributions and benefits of the Act of 1922.

"In pursuance of section 19 of the Act, actuaries' reports on the investigation of 80 superannuation funds have been received and considered in consultation with the Government actuary. In three cases deficiencies were certified and schemes dealing with these were approved ; in 8, disposable surpluses were certified ; in 7, schemes dealing with these were approved ; and one remains under consideration.

"Eleven orders under subsection (3) of section 51 of the Rating and Valuation Act, 1925, were made providing for the application of the Local Government and Other Officers' Superannuation Act, 1922, in lieu of the Poor Law Officers' Superannuation Act, 1896, to certain transferred officers."

Salaries and Promotion.

Dealing with the question of public discussion of officials' salaries, the Minister issues the following warning and instruction : "No one likes to have the question of his remuneration bandied about in public debate, and men who should be drawn into the service may refrain from entering it if they are to be subjected to this disability.

"The Minister therefore urges every local authority to follow the recommendation of the Royal Commission, which they can do without in the slightest degree relaxing control.

"In this connexion the Minister would also press on local authorities that instead of considering increase of salaries in each individual case (other than in exceptional circumstances) they should adopt definite scales, the whole staff being organized in appropriate classes. This is usually far the better plan : the whole field of the local authorities' service can then be more fully surveyed, with periodical review as may be necessary, and the work is likely to be better organised."

Audit.

A matter of vital interest is dealt with in the paragraph dealing with special audits and the discovery of irregularities. The Report states that "Fifty-one extraordinary audits were held where there were grounds for suspecting irregularities in the accounts of local authorities or their officers, and resulted in the prosecution or dismissal of several officers, and in the rectification of the methods of accountancy which had enabled the irregularities to occur. Ninety-four officers ceased to hold office owing to misconduct or defalcations in their accounts, and 39 prosecutions against offending officers were instituted by the authorities concerned. The question of prosecution is primarily one for the local authority. The Minister, however, has thought it necessary to direct the attention of authorities, if they have shown reluctance to take this action, to the questions of public policy involved."

We feel impelled to comment that rigorous action is necessary here, as the guilty ones oppose the ideals which actuate the service and bring not only dishonour on themselves but suspicion on their colleagues.

Public Assistance Staff.

A large section of the Report is naturally devoted to the changes brought about by the Local Government Act, and in regard to the Public Assistance Staff it is stated :—

"When the schemes had been approved and the public assistance committees set up, the councils were able to take actively in hand the work of preliminary organization. One of the earliest tasks was the appointment of chief officers responsible for the new work. The Minister held the view that the County or County Borough Treasurer, and the County or County Borough Medical Officer of Health, should be clearly specified as the principal advisers in their respective spheres of the public assistance committee as of all other committees of the council. It was, however, felt that some one person should be designated as public assistance officer, or under some similar title, to carry out the administrative poor law work, and accordingly under Article 141 of the Public Assistance Order, 1930 (S.R. & O. No. 185), which came into force on 1st April, 1930, it was made obligatory on the councils to appoint a public assistance officer to rank as a senior poor law officer, while the positions of the chief financial officer and the medical officer of health in relation to poor law functions were clearly established in Article 165. It is, of course, to be understood that the new officer will work under the general direction and control of the clerk to the county council, or the town clerk, as the head of the Council 's administration, and the order specifically provides that the clerk may himself be the public assistance officer. In some of the counties and a good many county boroughs the clerk has, in fact, been appointed public assistance officer, with a chief assistant ; in the remainder a separate appointment has been made, the new

(*Continued on page 257.*)

District Committee Meetings.

The East Midlands District Committee met at the Town Hall, Leicester, on 27th September. Mr. H. Copland, Assistant Clerk to the Lindsey County Council, presided. The Committee received interesting reports from Mr. J. Chaston on the proceedings of the National Executive Council, and Mr. S. F. Weston on the Annual Conference.

The East Midlands B. & O. Shield was awarded to the Skegness Branch, with a contribution of 17s. 2d. per head to the Fund during 1929.

At the conclusion of the meeting the delegates were entertained to tea by the Leicester Branch, when Mr. A. T. Gooseman, City Engineer and Surveyor, who is President of the Branch, attended and offered the delegates a hearty welcome to Leicester.

* * *

The West Midlands District Committee met at Shrewsbury Castle on 20th September, when the Mayor of Shrewsbury kindly attended. His Worship paid a well-deserved tribute to Mr. Frank Gee, Borough Treasurer of Shrewsbury, who is Chairman of the Committee, and, referring to the Borough and County Council Branches, said the Councils were well aware of their existence and of the good work they were doing. A hearty vote of thanks was accorded the Mayor on the proposition of Miss Wooldridge (Staffordshire). Satisfaction was expressed at the successful Tennis Tournament organised this year, and special consideration was also given to the steps taken to secure the membership of Public Assistance Officers in the area.

At the conclusion of the meeting the delegates were entertained to tea by the Shrewsbury Borough Branch and the Salop County Officers' Branch, who also kindly provided transport to the Monkmoor Tennis Courts, where the delegates witnessed the closing stages of the Final of the Men's Doubles in the West Midland Tennis Tournament.

* * *

The South Wales District Committee met at the Osborne Hotel, Langland Bay, Swansea, on 13th September. Mr. Rhys Williams presided.

Mr. Godfrey Turner, of Swansea, said the Mayor of Swansea was unable to attend the meeting but had sent his good wishes, and hoped the meeting would be successful.

The Chairman offered a hearty welcome to representatives of the Public Assistance Officers who were present at the meeting of the District Committee for the first time. Mr. W. J. Thomas, the immediate Past-President of the Glamorgan and Monmouth Branch of N.P.L.O.A., expressed appreciation of the warm welcome given to the officers and their pleasure that the amalgamation had been effected. Mr. Thomas said that while they had felt in the past they were building up a strong organisation, they realised they had now joined a bigger association which had the interests of the Service as a whole at heart.

The South Wales and Monmouthshire B. & O. Shield was presented to the Aberdare Branch, with an average contribution of 18s. 9d. per member for 1929. Hearty congratulations were accorded the Aberdare Branch on their achievement.

Mr. G. Llewellyn gave an interesting report on the proceedings of the National Executive Council, and, on the proposition of Mr. Frank Williams, Swansea, was heartily congratulated upon his election to the Council.

At the conclusion, the Mayor of Swansea generously entertained the delegates to tea.

* * *

The Annual Meetings of the North Wales District Sub-Committee and Sports Committee were held at Colwyn Bay on October 4th; at which twenty-three members attended (including the Chairman and Officials of the North-Western District Committee).

The Hon. District Secretary (Mr. R. Hext, Colwyn Bay) presented his annual report, touching upon the Conference proceedings, B. and O. Fund, and the Winter and Summer Sports. Through the generosity of the North-Western District Committee, and the North Wales Branches, the Secretary reported the Committee are now in possession of three trophies, viz.:—Football Cup, Golf Cup, and Tennis Shield. He hoped, during the coming year, to acquire trophies for Bowls, Tennis, and Cricket.

The following resolution was voted to be placed on the agenda of the North-Western District Committee for their annual meeting:—"That this Meeting is of opinion that the North Wales District should be represented on the National Executive Council, and suggest that the North-Western District be requested to consider the desirability and practicability of the recommendation being put into effect."

The following Officers were elected for year 1931:—*Chairman*—Mr. Geo. Vernon Price (Clerk to Wrexham R.D.C.); *Vice-Chairman*—Mr. J. Douglas Jones (Ledger Clerk, Finance Dept., Rhyl U.D.C.); *Hon. District Secretary*—Mr. R. Hext (Chief Clerk, Surveyor's Dept., Colwyn Bay U.D.C.). The above were also elected to serve on the General Purposes Committee of the North-Western and North Wales District.

Transferred Officers.

North Lancashire.

The final meeting of the North Lancashire Branch of the N.P.L.O.A. was held at Preston on Saturday, the 27th September, when there was a large attendance, under the chairmanship of Mr. F. G. Heazle, President of the Branch.

A letter from the Divisional Organising Secretary was read, stating that out of 620 members of the Branch (1929 figures) 496 members had been transferred to Nalgo. The difference was largely accounted for by superannuated officers not renewing their subscriptions and members of the N.P.L.O.A. who were also members of N.A.L.G.O.

Treasurers of sub-branches were asked to send any subscriptions in hand at once to Mr. Tyrrell, Hon. Treasurer of the Branch, and it was resolved that the President, Hon. Treasurer and Hon. Secretary be authorised to pay all accounts before the final winding up of the finances.

It was arranged that a special Committee would function so long as is considered necessary in any case of emergency arising.

The Mrs. Hartley Memorial Jewel was disposed of by agreeing to hand it over to the Lancashire County Branch of Nalgo.

A hearty welcome was extended by the President to new members and members from the Manchester Branch attending the meeting, Mr. Moss (Manchester) replying.

After the completion of the formal business presentations were made to Miss Margin=on, Mr. H. H. Miller, Mr. Tyrrell, Mr. Williams, and Mr. Heazle, who had worked long and loyally for the old branch.

Insurances.

The attention of readers desiring any class of insurance is directed to the announcement on page ii of the cover which offers a substantial saving by insuring through the Local Government Guarantee Society, 7, 8 and 9, St. James's Street, S.W.1. [ADVT.]

Local Government.

By S. OSWALD EVANS, L.A.A. Finalist.

III.—THE DISTRICT COUNCIL.

The constitution and powers of the District Council are dealt with in this, the third, article in the series describing the system of Local Government.

The District is the Local Government unit for public health and, to some extent, highway purposes. The sanitary laws of England and Wales are enforced in Urban Areas by the Borough Council or the Urban District Council. In Rural areas such laws are enforced by the Rural District Council.

In Saxon times the local unit next above the Parish was the Hundred, an institution found under various names all over Western Europe. This is thought to have been the ancient "run" of a pastoral group, or clan, out of which, as agriculture developed, sub-settlements of agricultural villages or townships, were created. At the very dawn of English history we find as a well-established institution the attendance of the village representatives (Shire-reeve, Priest and four men) at the Hundred Moot. This is often referred to as the first example of political representation in England.

The District is governed by an Urban or a Rural District Council, in accordance with the Local Government Act 1894. The Urban District Council replaced the old Local Government Boards, and the Rural District Council took over the sanitary powers previously exercised by the Boards of Guardians in rural areas.

This division into Urban and Rural areas was made under the Public Health Act, 1872. The Act divided the country into Urban and Rural Sanitary Districts, and made the Boards of Guardians the Sanitary Authority in Rural areas, and the Borough Councils and Local Boards the Sanitary Authority in Urban areas.

This Act of 1872 defines the Rural Sanitary Districts as "the poor law union taken as an area for sanitary administration." Later, in the Local Government Act, 1894, the Rural District was described as "the poor law district except so much of it as is contained in Urban Districts." Roughly, we may say that the area of each County is divided up into County Boroughs, Boroughs and Urban Districts, and Rural Districts, so it will be seen that a Rural District is that part of the County which is left after the other Local Authorities mentioned above have been taken away.

Although it was the intention in 1872 that Districts with a population of 3,000, and upwards, should be made Urban Districts, and the remaining areas Rural Districts; this has not been adhered to. There are Rural Districts with populations much in excess of that number, and containing within their areas Towns which should be constituted Urban Districts. As an example of this anomaly, Pontardawe, in the county of Glamorgan, with a population of approximately 37,000 (over the whole District), may be mentioned. Although conforming to the population "clause," the District is governed by a Rural Council.

When a County Council is satisfied that a prima facie case has been made out for the creation of an Urban District, it may hold an inquiry, and may make an order in accordance with the provisions of Section 57 of the Local Government Act, 1888, and Section 54 of the Local Government Act, 1894. In this connection it must be remembered that the County Council have powers of "review of districts" under the new Act of 1929.

Constitution of District Council.

The number of Councillors in each District varies, but there must be at least one Councillor for every Parish of 300 population. Such Councillors are elected for three years from the 15th day of April in the year of election, by the Local Government electors. As a rule, one-third retire annually, but acting upon a resolution passed by two-thirds of the members present at a Meeting of the District Council, the County Council may order that all the District Councillors shall go out of office together in every third year. The voting at the election for District Councillors is by ballot, and each elector has one vote for each of any number of councillors to be elected. The Election is conducted under rules made by the Ministry of Health. Each Candidate must be nominated in writing on a form which must be returned to the Clerk, who is the Returning Officer.

Councillors must be Local Government electors, or resident for at least twelve months, in the case of the Urban District, *within the District*, or in the case of the Rural District, *within the Poor Law Union* of which the district forms a part. Owners of property of any tenure are also eligible. Women, married or single, are eligible for election as District Councillors, if otherwise qualified.

The area for the election of district Councillors may be a parish, a union of parishes, or parishes divided into wards as approved by the County Council. If any District Councillor is absent from all meetings of the Council for more than six months, except through illness, or for some other good cause approved by the Council, he vacates his seat.

The Chairman of the District Council is elected by the Councillors, and may be elected from outside the Councillors, but he must be qualified to be a Councillor. Unless personally disqualified by any Act, the Chairman of the District Council is, by virtue of his office, a Justice of the Peace for the County during the term of his office.

Meetings and Committees.

The District Council, being the Sanitary Authority, must meet at least once a month. Other meetings may be called by the Chairman and any two Councillors. One-third, but not less than seven members, constitute a quorum. District Councils may act to a great extent through Committees, which need not consist exclusively of members of the Council. No District Council can delegate to a Committee the power to levy a rate or raise a loan. The proceedings of all Committees are subject to confirmation by the appointing Council.

The Differences Between an Urban and a Rural District Council.

An Urban Council has necessarily greater sanitary powers. Urban areas, and particularly Boroughs, are very different from Rural areas, for masses of human beings, when living in a limited space, create more nuisances than when scattered over a Rural area.

The County Council has power to fix or alter the number of Rural District Councillors for each parish, and may add parishes together or divide them into Wards. The County Council also have power to carry out any duties of the Rural District Council in case of default by that Authority, and they may charge the expenditure so incurred to the District Council.

(*Continued on page 267.*)

The Legal Page.

Some Superannuation Queries.

By the Legal Secretary.

In this feature the Legal Secretary will deal each month with points of general interest in the requests which have been received for advice on various phases of Local Government administration.

During the past few months there has been received at Headquarters a large number of requests for advice on superannuation questions; the inquiries being almost as numerous as those on that other popular subject, compensation. To a number of the questions the answer would seem to be obvious, but in the majority of the cases points of considerable interest have been raised.

The following examples are given in the hope that they may prove interesting to some of the readers of the Journal:—

TRANSFERRED OFFICER UNDER RATING AND VALUATION ACT, 1925.

Question.—A transferred officer under the Rating and Valuation Act, 1925, held the appointments of Poor Rate Collector and General District Rate Collector. In respect of the former appointment he was, before transfer, contributing under the Poor Law Officers Superannuation Act, 1896. After transfer, the salaries for the two offices were aggregated, and superannuation contributions under the Act of 1896 have been deducted from the whole salary. Are the Council right in doing this, and will the officer, on retirement, be entitled to have his superannuation calculated on the whole salary?

Answer.—Sub-Section (7) of Section 48 of the Act of 1925 provides that every transferred officer shall be entitled to not less pension, if any, than the pension to which he would have been entitled in respect of his transferred office if that Act had not been passed. If the Act of 1925 had not been passed the officer would not have been entitled to any superannuation allowance under the Act of 1896 in respect of the salary paid to him as General District Rate Collector. Therefore, only so much of his present salary as is equal to the amount of salary which he was receiving for the office of Poor Rate Collector immediately before his transfer should count for superannuation under the Act of 1896. If he subsequently receives an increase of salary, it could be argued that the increase, or at least part of it, would have been received if the Act of 1925 had not been passed, and that, consequently, it should be reckoned for superannuation under the Act of 1896.

PREVIOUS SERVICE UNDER THE 1922 ACT.

Question.—An officer was first employed by Council "A," who had a superannuation scheme under a private Act. He left "A," his superannuation contributions being returned to him by that Council, and obtained an appointment under Council "B," who had no superannuation scheme. He next returned to "A," who, in the meantime, had adopted the Local Government and Other Officers Superannuation Act, 1922, and remained with them for two years, during which he contributed under that Act. Finally, he left "A" and entered the service of Council "C," who had also adopted the 1922 Act, but had not designated as an established post for the purposes of that Act the post to which he was appointed. Notice has since been given to designate his post. If the post is designated, (i) can the officer claim from "A" his superannuation contributions under the Act of 1922, and (ii) will the whole of his previous service count as non-contributing service?

Answer.—(i) Yes, his resignation being voluntary. (ii) On Council "C" designating the post to which he has been appointed, all his previous service rendered to any Local Authority prior to the date of designation will be non-contributing service.

SUPERANNUATION (METROPOLIS) ACT.

Question.—A Metropolitan Borough Council decided to grant to one of its officers a superannuation allowance under the Superannuation (Metropolis) Act, 1866. Section 1 of that Act provides that the Authority "may, at their discretion," grant to an officer a superannuation allowance "not exceeding in any case two-thirds of his then salary, regard being had to the scale of allowances hereinafter contained." Section 4 of the Act provides that the allowance to be granted "shall be as follows (that is to say):—

> To any person who shall have served ten years and upwards, and under eleven years, an annual allowance of ten-sixtieths of the salary and emoluments of his office;

and in like manner an addition of one-sixtieth in respect of each additional year of such service until the completion of a period of service of forty years, when the annual allowance of 40/60ths may be granted." As the Council have decided to grant a superannuation allowance under the Act are they not bound to calculate the allowance on the scale prescribed in Section 4 of the Act?

Answer.—No. In *R.* v. *Vestry of St. Pancras* 24 Q.B.D. 371 (overruling *R.* v. *St. George's Southwark*, 19 Q.B.D. 533) it was held by the Court of Appeal that a Metropolitan Vestry had a discretion under Section 1 of the Act not merely as to granting or refusing a superannuation allowance to a retiring officer, but also, if an allowance be granted, as to the amount, subject to the scale of maximum allowances prescribed in Section 4 not being exceeded.

RETURN OF CONTRIBUTIONS.

Question.—A Poor Law Officer who had been contributing under the Poor Law Officers Superannuation Act, 1896, was on 1st April, 1930, under the Local Government Act, 1929, transferred to a County Council who had adopted the Local Government and Other Officers Superannuation Act, 1922. About [illegible] after his transfer he died. It was [illegible] intention, had he lived, to come within the provisions of the 1922 Act, with the modifications made by the Act of 1929, but owing to his illness it was not possible to obtain his signature to the form issued by the Council in which he could signify his desire to come within the 1922 Act. The widow has applied to the Council for the return of her late husband's superannuation contributions and the Public Accounts Committee have expressed their willingness to make a [illegible] to the amount of the contributions paid, but the Minister of Health has refused to sanction the payment of the gratuity.

Answer.—Under the Act of 1896, superannuation contributions cannot be returned in the case of an officer's death, but Section 124 of the Act of 1929 provides that in the case of a Poor Law Officer transferred to a Council who on 1st April, 1930, have in force a superannuation scheme under the Act of 1922 he will come within that scheme unless before 30th June, 1930, he gives notice in writing that he elects to remain subject to the Act of 1896. It was not necessary for the officer to notify that he desired to come within the Act of 1922. As he never gave notice in writing that he elected to remain subject to the Act of 1896 he became subject to the Act of 1922, as modified by the Act of 1929, and at his death his legal personal representative became entitled to a sum equal to the amount of his superannuation contributions (including those made under the Act of 1896) with compound interest at the rate of 3 per cent.

CONTRIBUTIONS OF REGISTRARS FOR 1922 ACT.

Question.—As Superintendent Registrar I was, by the Local Government Act, 1929, transferred to a County Borough. I did not elect to remain subject to the Poor Law Officers Superannuation Act, 1896, and, therefore, I now come within the Local Government and Other Officers Superannuation Act, 1922, as modified by the Act of 1929. I am paid by fees. For the purpose of the payment of superannuation contributions I was, by the Act of 1896, required to make annually in the month of October a return, verified by a statutory declaration, of the amount of the fees received by me during the year ending on the preceding 29th September. The Act of 1922 does not contain any provision of this kind. What method is now adopted for making contributions under the Act of 1922 in respect of registration fees?

Answer.—The Ministry of Health have expressed the view that a Superintendent Registrar in the case mentioned should make a statutory declaration as to the amount of the fees, in the same manner as he did when he was subject to the provisions of the Act of 1896.

Cardiff Corporation Act.

Superannuation and Widows' Pensions Provisions.

By CECIL G. BROWN.

Readers will find much of interest in this authoritative resumé of the provisions of the Cardiff Corporation Act, 1930.

Mr. Cecil G. Brown is Town Clerk of Cardiff and the Association's Hon. Solicitor for Wales.

THE Bill promoted by the Cardiff Corporation in the recent Session of Parliament which became law on the 1st August, 1930, contains a number of miscellaneous provisions, including power to take over a Toll Road, power to license Employment Agencies and power to establish a Savings Bank on the lines of that established by Birmingham.

To the local government officer, however, the most interesting part of the Act is that relating to superannuation.

It should be explained that, in the year 1920, that is to say two years before the passing of the Local Government and Other Officers' (Superannuation) Act, 1922, the Corporation obtained power to establish a superannuation scheme on terms similar to those afterwards embodied in the Public Act, and also obtained power to pension a Stipendiary Magistrate on a non-contributory basis. The Corporation took advantage of the Bill for the Act which has just become law to amend the provisions of their Act of 1920 in several respects.

In the first place, there were certain officers who, in the year 1920, did not exercise the option to enter the superannuation scheme and elected to remain outside. By the year 1930 they had realised their mistake and accordingly power has been obtained to admit them to the scheme on the terms of payment by them of back-contributions with compound interest. As regards Stipendiary Magistrates, the Corporation came to the conclusion that there was no reason for their being dealt with on a basis different from that applying to local government officers, and the new Act accordingly repeals the non-contributory scheme relating to them embodied in the Act of 1920 and brings them into line with Corporation officials. The Act also extends the Corporation scheme to the Clerk to the Magistrates and the members of his Department.

Manual Workers.

A more important provision in the new Act is one relating to manual workers. These fell within the provisions of the scheme of 1920, but with comparatively few exceptions the workmen in the employ of the Corporation did not avail themselves of the scheme, mainly on the ground that the statutory contribution of 5 per cent. appeared to them excessive. The Corporation considered the position thus created with regard to workmen a very unsatisfactory one. As has been said, they remained outside the superannuation scheme, but the hardship of dismissing elderly men no longer capable of doing a good day's work without any pension led the Corporation to grant certain *ex gratia* pensions to such men on a non-contributory basis. The result was that there were two schemes in existence; the statutory one under the Act of 1920, which applied to officers and a few manual workers, and a non-statutory and non-contributory scheme which applied to workmen generally. The Corporation therefore decided to endeavour to effect an amendment of the scheme of 1920 so as to bring in the workmen in their permanent employ. It will be remembered that the Departmental Committee known as the Selby-Bigge Committee, which reported in the year 1927, recommended that contributions payable in respect of manual workers should be reduced to 8⅓ per cent. or one penny in the shilling shared equally by the authority and the employee.

It appeared to the Corporation as a result of investigation and having regard to the existing claims on a workman's purse that the contribution of 4⅓ per cent. was more than he could be expected to pay. They therefore embodied in their Bill the proposal to reduce the workman's contribution to 2½ per cent. When the Bill came before the Local Legislation Committee, the Corporation had to face an adverse report by the Ministry of Health (whose opposition was continued in the second House), but they succeeded in convincing the Committee that they were acting on proper lines. The result was that the Committee slightly raised the rate of contribution by manual workers, making this ⅓rd of 8⅓ per cent., thus leaving the Corporation to pay the other ⅔rds of the estimated rate. The Section relating to workmen taken as a whole is a most favourable one to them. In the first place there is a low rate of contribution. In the second place all past service since the age of 20 counts for pension. It should be added that the workman's wages both for contributions and for pension are assumed to be actual wages *less* £1 per week. This deduction, of course, is based on the fact that pensions are given by the Widows', Orphans' and Old Age Contributory Pensions Act, 1925. The scheme is compulsory on workmen.

Widows' Pensions.

Undoubtedly the most interesting provision in the new Act is that which relates to allowances to widows of pensioners.

Any person retiring on superannuation after the age of 60 may give notice that he requires that after his death an annuity equal to ⅓rd of the amount of his pension shall be paid to his widow. The only condition attaching to such notice becoming effective is that the Corporation may decline to assent in the event of his state of health at the time of his giving notice not being reasonably satisfactory having regard to his age. In the event of notice being given and in the absence of objection by the Corporation it becomes effective.

The position will then be that if the pensioner dies leaving a widow, his widow will receive an annuity of ⅓rd of the pension. On the other hand, should his wife predecease him then his pension will be diminished by ⅓rd. The scheme is subject to an important condition. In the event of the wife being of a lesser age than the husband, then the following modification takes effect, that is to say, the wife's annuity will be subject to a deduction on an actuarial basis in proportion to her lesser age. The matter may be easily understood by the following concrete instances, namely:—

An Example.

Let us suppose that the husband retires at 65 years of age, and that his pension is, we will say, £300. One of three things may happen: (1) The pensioner may elect not to ask for an annuity for his widow or the Corporation

(*Continued on page* 267.)

Superannuation Transfer Value.

Explanation of Rules.

BY THE LEGAL SECRETARY.

Questions having arisen as to the correct interpretation of Rule 6 (3) of the Transfer Value Rules dated 27th June, 1930, made by the Minister of Health, under section 8 of the Local Government and other Officers' Superannuation Act, 1922, an enquiry was made of the Ministry, and, as a result, the Association has received a copy of a letter and statement sent recently to a Town Clerk.

The letter and statement are as follows :—

"I am directed by the Minister of Health to refer to the Borough Treasurer's letter of the 16th instant, and to make the following observations in regard to the operation of Rule 6 (3) of the Transfer Value Rules.

The principle underlying the Rule is that the transfer value shall represent the amount which the superannuation fund has accumulated in cash up to the date of transfer against the liability which it has undertaken in respect of the officer or servant.

Transfer values calculated directly by reference to Tables I and II of the Rules embody this principle in its application to what may be termed the ordinary case, i.e., a transfer between funds which are under the normal provisions of the Act of 1922 and where the equal annual charge in both cases is calculated over a period of 40 years. Such transfer values are appropriate no matter how frequently an officer transfers, provided that all the funds concerned come within this description, which probably covers the great majority of cases.

Rule 6 (3) is designed to retain the above-mentioned principle, which otherwise would be departed from, in the comparatively rare case where—

(i) an officer transfers more than once, and

(ii) the transfer value paid by one of the authorities is on a modified basis, for example (*a*) because the Authority previously had a superannuation scheme under a private Act and adapted it to the provisions of the Act of 1922 by virtue of section 24 see Rule 4, or (*b*) because the equal annual charge of the authority is calculated over a period of less than 40 years, and Table III therefore applies.

In such a case, the transfer value received by a later intermediate authority would be calculated on a different basis from that on which the transfer value payable by that authority is arrived at. On receipt of the transfer value, the authority might be regarded as having made a profit or incurred a loss by reference to the basis on which it has to pay, and the effect of Rule 6 (3) is to hand on this "profit" or "loss" to the next employing authority.

I am to enclose for your information the accompanying statement showing the application of the rule in a hypothetical case."

EXAMPLE.

1. Employee X (i) transfers from Authority A to Authority B and (ii) subsequently transfers again to Authority C.

2. At transfer from A to B the employee was aged 30 had 4 years' contributing and 5 years' non-contributing service to his credit and a salary of £200.

3. Authority B's superannuation fund is under the normal provisions of the Act of 1922 and the equal annual charge is calculated over 40 years.

4. From the point of view of Authority B, the position is as follows :—

(*a*) On transfer of X from Authority A, B would expect to receive a transfer value of £77 10s. 0d., being the amount which B would have to pay in respect of a similar employee transferring from its service, made up as follows :—

In respect of contributing service	£8 15	0 × 4 =	£35	0	0
In respect of non-contributing service ...	0 15	0 × 5 =	£3	15	0
Total per £100 salary			£38	15	0
Total value in respect of salary of £200			£77	10	0

If A is under the same conditions as B—as in paragraph 3 above—the transfer value actually payable would be £77 10s. and on the subsequent transfer of X to Authority C no special adjustment is required and Rule 6 (3) does not apply.

(*b*) If, however, A's fund is under Section 24 and is such that special transfer values are applicable, with the result that the amount received by B is (say) £60 only, then B incurs a "loss," as compared with the amount expected, of £17 10s. In this case, on the subsequent transfer of X to Authority C, Rule 6 (3) comes into operation. The transfer value then payable by B is first calculated on the basis normally applicable to Authority B, and the result is then reduced by £17 10s.

(*c*) On the other hand, if A's equal annual charge is calculated over a period of (say) 20 years instead of 40 (the conditions being otherwise normal) the non-contributing service transfer value would be increased by 50 per cent. (see Table III of the Rules) and B makes a "profit," as compared with the amount expected, of £3 15s. On the subsequent transfer of X to Authority C, Rule 6 (3) applies and the transfer value as first calculated in the normal manner appropriate to B is increased by £3 15s.

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BEFORE the November issue for which these notes are written is in the hands of our members, "The Scottish Nalgo" will have been circulated. It will contain the latest news of our doings in Scotland, and what appears here must, therefore, be something in the nature of "cauld kail het agin."

Broadening the Scope of Membership.

At last meeting of the Scottish Council a discussion took place regarding a suggestion that we broaden the scope of our Scottish membership to include classes of officials hitherto not admitted, but which owing to the fusion with the Poor Law Officers of England have been admitted to membership on the other side of the Border. It was ultimately decided that, while we are not prepared to recommend that all the classes admitted in England be considered eligible in Scotland, we at the same time agree that certain asylum officials be admitted. Since the meeting, however, it has been discovered that a Union still continues to draw a large part of its membership from these officials, and that being so no active steps are being taken meantime to enrol them in our membership. The whole question will probably be reviewed again at our next meeting.

Compensation.

Some important questions with regard to compensation have yet to be decided and as to these we are taking the Opinion of Council. First, there is the vexed question whether those receiving new appointments are entitled to draw their compensation under the Rating Act of 1926. Then there is the question whether the office of Inspector of Poor can be abolished by a transferee authority. Contrary to the general opinion on this question two eminent K.C.'s have given an opinion that it is not legal without the consent of the Inspector for a transferee authority to abolish his office. Regarding the calculation of years of service, one or two appeals are now pending to decide whether officials 65 or approaching 65 years of age with over 20 years' service should have the full ten years added under the Civil Service Scale. Decisions are not yet to hand in these appeals, but when they are given they will form precedents for the guidance of Councils in a number of claims which are now being lodged.

A Scottish Summer School.

The proposal that the Scottish District Committee should run a Summer School is evidently meeting with a good deal of support. The general view seems to favour a school at St. Andrews. The University there can now offer excellent facilities. The hostel which was opened a week or two ago, is a building admirably equipped for housing students. Everything is on the same lines as in the Oxford and Cambridge Colleges, but St. Andrews has the advantage of having all the latest and most up-to-date equipments. Our Education Committee will have the matter under consideration at an early date, and the Branches will be duly informed of the decisions arrived at.

Perth Branch.

A meeting of the Perth Branch Executive was held on 10th October, when the President, Mr. William Asher, occupied the chair. The meeting lasted about two hours and several questions affecting the interests of the members were fully discussed. Amongst these were questions of grading, holidays, sickness allowance and propaganda. The D.O.S. was present and took part in the discussions and received the instructions of the meeting with regard to several points. Committees for social purposes and for propaganda purposes were appointed. The Secretary submitted a report of the last meeting of the Scottish District Committee and the President made observations about the success of the Sports Day.

Glasgow Branch.

Most of the members of the Branch will now be aware that our application to the Corporation, to refrain from making any deduction on the bonus or working margin pending a decision on our application for the revision of Salary Scales has been granted. We know that many of our members are anxious to hear the result of our application on the larger question. We must ask them to have patience and we can assure them that we are carefully watching the situation. The Salaries and Wages Committee are confronted with a colossal task in consequence of taking over the huge staffs of the Parish Councils and all their institutions and also the staffs of the Education Authority. On this day of writing, the D.O.S. visited the Chambers with a view to getting any information which it might be useful to report, but he discovered that it would be highly inadvisable to say anything on the question at the moment.

Dundee Branch.

The question of Superannuation is again to the fore in Dundee. The Corporation have "dilly dallied" with the subject for a long time past, and it has been decided that after the November election we make every effort to induce the Corporation to face the music and adopt a Scheme. There is scarcely a member of Council who does not believe it is the proper thing to do. Yet, there seems to be no one willing to give a strong lead in the matter.

MEMBERS of the Bolton and District Branch paid a visit to the various reservoirs, wells, filters, etc. of the Bolton Corporation Waterworks on Saturday, September 6th, when a very interesting and instructive afternoon was spent. Mr. John P. Ainsworth, B.Sc., A.M.Inst.C.E., Deputy Waterworks Engineer, acted as guide, and his explanations were followed with very deep interest.

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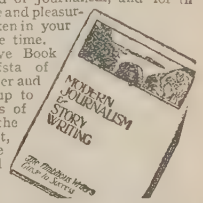

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The Forum.

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed in this column. No letter will be published unless accompanied by the name and address of the sender, but a nom-de-plume may be sent for publication.

The following communication has been received from a member of the L.C.C. staff, and is published as showing the position which may arise where the purely local association assumes the protection of the rights and the advancement of the interests of officers.

The writer is not a transferred officer with a grievance, and his communication was in no way solicited by us.—Editor.

DON'T BE CAUGHT!

The Truth About the L.C.C. Staff Association.

It is fairly obvious that so far as the L.C.C. Staff Association is concerned, things at the present are not going too well.

For some time this Association has been fishing in strange waters, which rumour had it were well stocked. It has apparently caught very little. Its own old reservoirs, too, seem to be drying up. It is plain that the fish in the fresh ponds won't bite. As one of the poor fishes in the old stagnant pool of County Hall, I have seen numbers of my kind well caught at least once—but now, in increasing numbers, they are taking care not to bite again. At last their eyes are opened to the sight of watching the other poor fishes being "played."

Of the old L.C.C. clerical staff what are the facts? Two leading facts, as stated in "London Town" some little time ago, are:—

> of the MAJOR STAFF more than 9 per cent. were non-members of the L.C.C. Staff Association;

of the GENERAL GRADE more than 38 per cent. were non-members. Startling figures! But not so startling as they will be shortly.

It is undoubtedly because this large proportion of the L.C.C. clerical staff has lost faith in the Staff Association that the Association is trying by hook or crook to enlist all and sundry from the varied ranks of those joining the Council's service on April 1st last. This "hand-to-mouth" attitude is as typical of the L.C.C. Staff Association in the conduct of its affairs as it will be in the conduct of life of, for example, a general grade assisstant living from 1946 to 1976 (the last 30 years of his service) at the magnificent rate of £6 a week.

I assert demurely that the L.C.C.S.A. never has had any real programme; and it has no plans now. It just goes on from day to day on petty pieces of work which are as unimportant as they are unsparing.

I would therefore ask all members of your Association to consider very carefully all the facts before taking any steps in the direction of the L.C.C.S.A. I would ask them to satisfy themselves as regards this so-called "Association" on four points merely:—

(1) What is the total number of non-members in (*a*) the general grade, and (*b*) the major staff.

(2) Is the L.C.C.S.A. satisfied with the position of affairs whereby youths of good education (from the L.C.C.'s own secondary schools, in many cases!) are recruited to the staff under such conditions as make it a certainty that the enormous majority of them will be in a blind-alley occupation with a maximum of £6 a week?

(3) Has the L.C.C.S.A. objected in any way to the conditions set out in (2) above?

(4) Has the L.C.C.S.A. any programme for:—(*a*) re-grading its clerical staff, (*b*) the formation of a really powerful Federation of Municipal Officers?

It is to these four questions that the Staff Association might give interesting answers. I anticipate, however, that no answers will be forthcoming. In staff negotiations recently the Association, it is true, did succeed in getting salaries and wages stabilised, but in the process made staffing conditions FOR THE FUTURE worse than the past at its worse could ever have been. Out of confusion enough already they helped to create a vortex of chaos for the future. Magnificent achievement! For example, they agreed to the creation of fourteen different grades of clerical staff with maxima ranging between £260 and £360 a year where formerly there were three grades.

In conclusion I would say to all who have joined the service of the L.C.C. that where such are members of a well-organised Union or Association—for Heaven's sake stay there. Don't be tempted to become involved with this hotch-potch of an "Association" run by pre-historic men on pre-historic lines. They will let you down—yes, even before you came into the service they HAD LET YOU DOWN.

This is certain: whatever your grading under the L.C.C. eventually becomes, you will find that the LONDON COUNTY COUNCIL STAFF ASSOCIATION (unless, of course, it is altered entirely in the meantime) will sooner or later find itself faced with certain problems affecting your grade generally. As a result of any effort on your behalf which this "Association" may expend, such problems will not be solved. They will remain and you will be told: "The L.C.C. Staff Association does not represent any grade or section of the staff. It represents ALL the staff."

Well, some time ago there were about 150 grades for the L.C.C.S.A. to "look after." After every staff negotiation it is the established custom to create a lot more grades. All these in turn get the same tale, as the usual failure by the L.C.C. Staff Association to deal effectively with the anomalies which are inevitable in the midst of such complexities comes round—"The L.C.C. Staff Association, etc., etc. It represents ALL the staff."

It would be a rather sweet refrain were it not, in its extraordinary effects, so tragic.—H. A. P.

New D.O.S.

Mr. Herbert Slater.

As will be seen from the report of the meeting of the N.E.C. on another page, the Metropolitan and Eastern District Committee areas are to have the services of a new Divisional Organising Secretary, and Mr. Herbert Slater has been appointed to the post as from the 1st November.

Mr. Slater joined the Association when he first entered the service in 1914 under the West Riding County Council. His career was interrupted by the War, and he joined the Army in 1916, gaining a commission in 1918.

Mr. Slater.

After demobilisation in 1919 he returned to the West Riding C.C., leaving it in April, 1928, to become Committee and Legal Clerk at Headquarters.

He is an Associate of the Chartered Institute of Secretaries, obtained the Diploma in Education Administration after a two-year course at Leeds University, and recently passed the Intermediate of the B.Sc.(Econ.) at London University.

His many friends in the Association will wish him success in his new undertaking.

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LOCAL GOVERNMENT—*Continued.*

Owing to the passing of the Local Government Act, 1929, the work of Rural District Councils will, in future, be mainly concerned with Public Health and Housing, and the care of certain roads as agents of the County Council. They still have, however, special duties with regard to the protection of rights of way and roadside wastes.

The Ministry of Health may confer on a Rural District Council all or any of the powers of an Urban Authority.

The Council of an Urban District with over 20,000 population is the Local Education Authority. In Urban Districts, with a population below this number, and in all Rural Districts, the education work is controlled by the County Council.

Powers and Duties.

The powers and duties of District Councils may be divided under three heads, viz.:—(1) Those common to both Urban and Rural District Councils, (2) those applicable to Urban District Councils only, and (3) those applicable to Rural District Councils only.

Among the powers and duties common to Urban and Rural District Councils are (*a*) Public Health functions under various Acts of Parliament, (*b*) Highway Powers. Rural Councils have control of roads by delegation from the County Council. Urban Councils manage all streets and highways within their district, (*c*) Powers under the Housing and Town Planning Acts, (*d*) Bye-laws. District Councils have power to make Bye-laws, subject to the approval of the Ministry of Health. (*e*) Miscellaneous powers, e.g., granting of licences to dealers in game, etc.

(To be continued.)

CARDIFF CORPORATION ACT—*Continued.*

may refuse their consent on the ground of his ill-health. He will then have a pension of £300 a year; (2) His wife being not younger than himself he may give notice which the Corporation accept that he requires his widow to receive an annuity on his death of ⅓rd of his pension. Her annuity will thus be £100. During the joint lives the pension will be £300. Should the wife survive, her widow's annuity will be £100. Should the husband survive, as from his wife's death his pension will be £200; (3) Suppose, however, that the wife is say, 63, and not 65 years of age, her annuity will be reduced by 6½ per cent., that is to say, £6 10s. 0d., making it £93 10s. 0d. and not £100. The husband's pension will be similarly reduced during their joint lives, and will be £293 10s. 0d. instead of £300. Should his wife predecease him, his pension will be reduced to £200. The amount of the deduction is ascertained by a table scheduled to the Act, or in cases not covered by the table by a special actuarial certificate.

This scheme was also opposed by the Ministry of Health in both Houses but without success.

It is to be hoped that it will form a useful precedent for the local government service generally.

SERVICE CONDITIONS—*Continued.*

Amended Scale at Middlesbrough.

Arising out of an interview which the D.O.S. had with the Salaries Sub-Committee at Middlesbrough on behalf of the Women Health Visitors and School Nurses, the Council have agreed to amend the Scale of Salaries as follows:—£160—£10—£200.

Grading of Relief Clerks.

The salaries of the Relief Clerks transferred to the County Borough of Sunderland under the Local Government Act, 1929, have now been graded in accordance with the Corporation's scales of salaries.

Middlesbrough Obtains Actuarial Report.

The Middlesbrough Town Council have agreed to obtain an Actuarial Report in respect of the adoption of the Superannuation Act of 1922.

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Sir Lewis Beard.

DOYEN OF TOWN CLERKS RETIRES.

Sir Lewis Beard, who retired from the Town Clerkship of Blackburn on the 2nd October, had filled the post for over 25 years. Born in 1858, he was educated at the Royal Institution School, Liverpool, and Trinity College, Cambridge, where he was classed as Wrangler in the Mathematical Tripos.

From mathematics he turned to the Law, and qualified for the Bar. After some years of Law, helped out by Journalism, he became Assistant Town Clerk of Coventry, succeeding to the clerkship in 1893. In 1904 he succeeded Sir Robert Fox as Town Clerk of Blackburn, where he has earned the highest opinions of his ability, his learning, his humanity, and his strength of character.

[Photo by "Blackburn Times."

Sir Lewis Beard.

Sir Lewis has been a member of the Committee on Local Taxation in 1911, and a member of the Royal Commission on Local Government, which sat for seven years, so that his labours and energies have been devoted not merely to the advancement of his city but to the advantage of the whole of local government.

At the last meeting of the Blackburn Town Council, which Sir Lewis attended, the following resolution was carried with acclamation :—

"That this Council expresses its sincere regret at the resignation of Sir Lewis Beard, and desires to place on record its high appreciation of the great services he has rendered with conspicuous ability to the town and the municipal world, its recognition of his untiring devotion to duty during his long period of office, and its acknowledgment of the help he has given, and the unfailing courtesy he has shown at all times to members of the Council."

The Mayor, Aldermen and Councillors associated themselves personally with this glowing expression of praise.

In his reply Sir Lewis referred to his increasing age, and said that he felt he could no longer serve the Council as well as he ought. Referring to his successor and his colleagues, he said : "I am glad to know that the Council have seen their way to appoint Mr. Briggs Marsden, my deputy, as my successor, and I take this as a personal compliment, for it will ensure a continuance of the work on the lines which I have had down for it. He will be assisted by the excellent staff who have worked with me, and without whose constant and loyal help it would have been impossible for me to carry on the work of my department. I should like, if I may, to recommend them one and all to the Council as deserving of support and commendation"

* * * *

Mr. J. Edward Seager, who has been Deputy Clerk to the East Sussex County Council for nearly three years, has been appointed to a similar position under the West Sussex County Council. Before leaving, his colleagues at Lewes presented him with a handsome Sheraton sideboard, while the Executive Committee of the East Sussex branch made him a presentation of a silver cigarette box. Mr. Seager was Chairman of the Executive Committee of the branch.

Competitions.

Christmas Cartoon.

Prize : Voucher value 1 Guinea on Winegarten's.

A prize, consisting of a voucher value 1 guinea for the purchase of an article from the stock of Winegarten's, 145, Bishopsgate, London, E.C., will be awarded to the reader who submits the best Christmas cartoon.

Cartoons, which should have a definite connection with the Association and its activities, should reach the Editor by the 15th November.

Humorous Incident.

Prize : A Book.

A book is offered as a prize for the best description of a humorous incident experienced in the course of duty under a Local Authority.

Such incidents should be genuinely humorous and should be written on a postcard to reach the Editor not later than the 15th November.

Result.

The prize for the Humorous Incident Competition announced in the October issue has been awarded to Mr. E. J. Varley, Education Offices, Prince Consort Road, S. Gateshead, Co. Durham, for the following :—

A woman called to see the Superintendent of School Attendance to ask why the provision of free meals to her children had been stopped. It was explained to her that as the tenure of the tickets had expired and no application for renewal had been received, naturally the provision of meals ceased. Thereupon she began to denounce the system and everyone concerned with it, and the following was part of the conversation :—

Woman :—"I wouldn't care, but I pay for the meals."

Super. :—"You pay for them? How do you make that out?"

Woman :—"Well, they keep a shilling a week off the Guardians for them."

Nalgo Provident Society.

A BIGGER "REST FUND" THIS YEAR.

Members of the Society will be delighted to learn that there is a possibility of a larger amount being transferred to the Rest Fund for 1930. The amount paid out in benefit for the first nine months is only *four-fifths* of the amount for the corresponding period last year. It now remains for the members to *guarantee* a larger surplus by introducing the Society to their colleagues and increasing the year's income.

A lower expenditure and a higher income must mean a larger surplus. An intensive membership campaign has been organised for this winter, and its success will be assured if every member will co-operate with the Local Correspondents.

£3 3s. Weekly if Ill.

For the benefit of non-members it can be stated that the Nalgo Provident Society is one of the most successful Friendly Societies of its kind in the Kingdom. For a monthly contribution of from 1s. to 9s. *per month* a member can receive from 7s. to 63s. *per week* during sickness, e.g., 6s. per month provides 42s. per week. At the end of each year the amount not used in providing sickness benefit is credited to the members' Rest Fund, and whilst it remains with the Society receives 3 per cent. compound interest.

Recuperate Free.

In addition, each member is entitled to two weeks' free residence at "Nalgo House," Matlock—a beautiful Convalescent Home—to recuperate from an illness.

The Society has undoubtedly proved a great boon to Local Government Officers, and all those who join before the 31st December will share in this year's surplus, and if under 40 accepted without medical examination. Full details can be obtained from the Branch, or direct from the Secretary, 24, Abingdon Street, Westminster, S.W. 1.

Obituary.

We very much regret to record the death of Mr. G. H. Lea, Town Clerk of Glossop, at the age of 49 years. Mr. Lea, who was a native of Stoke-on-Trent, where he was previous to going to Glossop, was a very keen N.A.L.G.O. member, and was always very willing to give his help and support to the local branch. Glossop Branch have lost a very keen supporter. Mr. Lea leaves a widow and two children, to whom we extend our sincere sympathies.

We much regret to record the death of Mr. J. H. Robinson, Town Clerk of Mansfield, on Sunday, 5th October. Mr. Robinson had been extremely popular since his appointment as Town Clerk, and had given magnificent support to the Association. His decease means an enormous loss to the officials and to the Borough of Mansfield, where his services had been very highly appreciated.

LET ME SEND YOU THIS 180 PAGE GUIDE TO BUSINESS CAREERS

J. D. C. Mackay, Principal of the School of Accountancy.

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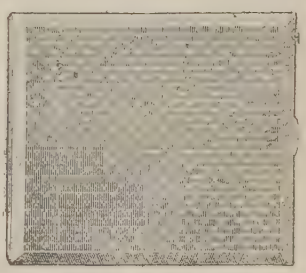

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Movement of Members.

Mr. R. Wynn, Wolverhampton, to Sanitary Inspector, Ipswich.
Mr. J. F. Rogers, Smethwick, to Sanitary Inspector, Chingford U.D.C.
Mr. C. Deakin, Wolverhampton, to Sanitary Inspector, Luton.
Mr. I. M. Cowan, Wolverhampton, to Deputy Borough Treasurer, Wigan.
Mr. M. Lofthouse, Lincoln, to Internal Audit Clerk, Scunthorpe and Fredingham U.D.C.
Mr. L. W. B. Marshall, Lincoln, to Inspector of Weights and Measures, Leeds.
Miss A. O. Peach, Notts. C.C., to Health Visitor, Sheffield.
Mr. A. Ette, Wellingborough, to Junior Audit Clerk, Northants C.C.
Mr. A. H. Cornhill, Smethwick, to Clerk, Heston and Isleworth U.D.C.
Miss E. Charlesworth, Rowley Regis, to Health Visitor, Brighouse.
Mr. S. H. Greatorex, Stafford, to a post in the Accounts Department, Stafford County Council.
Mr. E. A. F. Keen, Stafford, to Librarian, Worcester City.
Mr. A. E. Fordham, Smethwick, to Chief Internal Audit Clerk, Stockport.
Mr. S. W. Lindeman, Notts. C.C. to a post under the Dorking R.D.C.
Mr. C. J. Petrie, Smethwick, to Committee Clerk, Burton-on-Trent.
Mr. W. Roberts, Lindsey C.C., to Clerk, Health Dept., Gloucester C.C.
Dr. Elsie Calderwood-Smith, Lincoln, to Medical Officer, Manchester.
Mr. A. E. Fordham, Smethwick, to Stockport C.B., Chief Internal Audit Clerk.
Mr. J. A. Hartley, St. Helens, to Salford, Secretary for Education.
Mr. N. Greenwood, Kettering, to Widnes, Deputy Borough Treasurer.
Mr. C. E. Bradbury, St. Helens, to Wallsend, Town Clerk.
Mr. W. M. Lloyd Roberts, Bolton and District, to Metropolitan Water Board Engineering Assistant.
Mr. John K. Swales, Bolton and District, to Sheffield, Waterworks Manager and Engineer.
Dr. Elsie Calderwood Smith, Lincoln City, to Manchester Medical Officer.
Miss Nora Tansey, South Shields, to Night Sister, Stoke-on-Trent.
Mr. H. Williamson, Skelton U.D.C., to Rate Collector, Sevenoaks U.D.C.
Miss M. E. Taylor, South Shields, to Health Visitor, Newcastle-on-Tyne.
Mr. W. Johnson, Huddersfield, to Assistant Institution Master, under h West Riding County Council.
Mr. W. E. Potter, Doncaster, to General Clerk, Town Clerk's Office, Harrogate.
Mr. E. T. Netherwood, Huddersfield, to Clerk under the West Riding County Council.
Mr. J. E. Hunt, Keighley, to Chief Clerk in Town Clerk's Office, Brighouse.
Mr. Charles Mosley, Huddersfield, to Curator, Holmfield Museum, Wakefield C.B.
Mr. J. E. Lightburn, West Riding C.C., to Solicitor, Kent C.C.
Mr. A. Johnson, West Riding C.C., to Clerk under Kent C.C.
Mr. A. S. Burkin, West Riding C.C., to Relieving Officer, Lindsey C.C.
Miss Lucy Firth, West Riding C.C., to Nursery Attendant, Borough Hospital, Croydon.
Mr. H. Durdy, West Riding C.C. to Assistant Institution Master, Rochford.

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Superannuation.

A Sub-Committee consisting of Lord Deramore, Lord Strachie, Sir Percy Jackson, Sir William Mount, Sir Henry Fairfax-Lucy, Col. Watts Morgan, Mr. Hart, Dr. Mapleton, Mr. McGrath, Mr. Millington, Mr. Owers, Mr. Goulding and Mr. Rattenbury, has been appointed by the County Councils Association to consider such legislative proposals as may be made by the Minister of Health on the subject of implementing the recommendations of the Departmental Committee on Superannuation.

Cost of Living Index Figures.

Below we give the average monthly percentage increase in the Cost of Living Index for the past six months:—May, 55; June, 54; July, 53; August, 57; September, 57; October, 56.

The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	August.	Sept.	Oct.
Food (7¼)	44	44	43
Rent (2)	53	53	53
Clothing (1¼)	110	110	110
Fuel and Light (1)	70	70	70
Other Items (½)	75	75	75

The figures in brackets denote the proportion of each item out of a total of 12 as calculated by the Ministry of Labour.

In regard to rent the statistics of the Ministry of Labour may take into account decontrolled rents of working-class dwellings.

Holiday Accommodation.

Any member who has spent a holiday at an establishment which he can recommend will confer a favour on his fellow-members by communicating the address to Headquarters for inclusion in the Nalgo Holiday Guide. A postcard will do.

Every Good Feature

of a good diary will be found in the Nalgo Diary for 1931, plus a 32-page section which gives particulars of all the Association's activities and forms a guide to the manner in which members may make use of the services and facilities offered.

Specimen copies are being despatched to all Branches and orders for copies (price 1/6 each) should be placed with Branch Secretaries.

Where to Stay.

BLACKPOOL.—Private House, three bedrooms, public or private sittingroom. Near North Shore, Golf House and five minutes from Promenade. Mrs. T. T. Sykes, "Birkby," 27, Calder Road, North Shore.

BRIGHTON.—Goodwin's, Clarence Square (Min. West Pier), Excellent Catering, midday dinner, supper 8 to 11 p.m. Billiards. From 50/-.—Tel.: 5339 Brighton.

BRIGHTON.—"Arundel," Norfolk Square. Comfortable, well-recommended little boarding house. From 45/- according to season.—Morris.

COLWYN BAY.—Mrs. Partington, "Eldon," 4, Rhiw Bank Avenue. Adjoining Abergele Road. Board-Residence, Bed-Breakfast and Apartments. U.K.M.A.

EASTBOURNE.—Angles Private Hotel and Boarding Establishment, 26 to 32, Royal Parade, Est. 30 years. 100 Bedrooms; Billiards (full size). Dance Room. Under personal supervision. Terms from 2½ Gns. winter; 3 Gns. summer. 'Phone: 311.

EASTBOURNE.—Comfortable apartments. Nr. Sea. Miss E. D. Smith, "Glenmore," 66, Woodgate Rd.

HASTINGS.—"Holmesdale," 9, Holmesdale Gardens, Comfortable, recommended, holidays, rest, convalescence; from 42/-. Proprietresses ex-Nurses.

LLANDUDNO.—"Llys Madoc," Charlton Street. Board-Residence or Bed-Breakfast. Highly recommended. Mrs. E. J. Leech.

RHYL.—Bailey's Private Hotel, 12, East Parade; opposite pier. New Baths, Tennis Courts and Bowling Greens. Tel.: 143.

TORQUAY.—"HOMELAND," Crownhill Park. Board residence. H. & C. basins in bedrooms. Convenient situation. Moderate charges. Mrs. Dobson.

TORQUAY.—"Amara," Torwood Terrace, Board £2 12s. 6d. each per week; from Sept. to March £2 5s. each per week. Central. Mrs. Bull.

TORQUAY.—ASTWELL HALL Private Hotel, Warren Road. Central, facing South and overlooking bay. Magnificent sea views. Rooms with hot and cold running water. Garage. Every comfort with moderate terms. *Special terms to members of Nalgo.* Proprietor, W. Riley, *EX-NALGOITE*, Scarborough Branch.

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Sports and Recreations

Metropolitan District Swimming Gala.

The Annual Gala, held this year at the St. Marylebone Baths on Monday the 29th September, proved highly successful and very entertaining.

Amongst those present were the Mayor and Mayoress of St. Marylebone (Councillor and Mrs. S. G. Joseph), supported by the Chairman and Members of the Baths Committee, our worthy President, A. P. Johnson, Esq., and Dr. Reginald Graves (Town Clerk of St. Marylebone), President of the Local Guild.

The results were as follows:—

Ladies' 33⅓ yds. Championship.—Miss Burr (Hackney), Miss Robinson (Surrey).

Diving Championship.—L. E. H. Gray (Beckenham), E. C. Jessop (Romford), H. G. Webber (Middlesex).

Handicap Team Race for the "A.P. Johnson" Challenge Cup.—Kingston and Surbiton, St. Pancras.

Musical Lifebuoys.—R. J. Williams (Beckenham).

Polo Match.—N.A.L.G.O., 6 goals; Harrow on-the-Hill, 3 goals. Referee: Mr. T. S. Smith (Surrey C.C.).

The Mayoress distributed the Prizes, and Mr. A. P. Johnson then made a short speech. It was not often, he said, that the Mayor asked the Town Clerk to say a few words. He generally told him to shut up. And he had never known the Mayor to ask him to declare a vote of thanks to the Mayoress. (Laughter). "That is what I am going to do" he said, "and I am sure we all appreciate the Mayor and Mayoress coming to-night and sitting here the whole evening. A chief citizen in the borough, the Mayor takes a great interest in sport, and if a man is a good sportsman, he is a good worker." Mr. Johnson concluded by calling for a hearty vote of thanks to the Mayoress for presenting the prizes.

The Mayor, in replying to Mr. Johnson, said that the Mayoress and he had thoroughly enjoyed the whole entertainment, and added that they always enjoyed a visit to the Baths.

Many thanks are due to the Chairman of the Baths Committee (Councillor William C. Cole) and the Baths Superintendent (Mr. Ellis) for their co-operation and valuable assistance, which went a long way towards making this Gala the success it was.

Epsom Cricket and Dance.

The officials of the Epsom Urban and Rural Councils met as cricket rivals on the Epsom Town ground on the 17th September, the R.D.C. team proving the winners by 178 runs (innings declared after 7 wickets fell) to 57.

At 8 o'clock there was reassembling in the Foresters Hall for dancing, whist drive and music. There was a good attendance of members of the staffs and

(*Continued on page 272.*)

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their friends, and a very enjoyable time was spent. The whist and dance prizes were distributed by Mrs. Alway (wife of the Chairman of the Urban Council).

Metropolitan District Bowls.

The following are the results of the Metropolitan District Bowls Competitions :—

Rink.—Ilford, 23 shots; Lewisham, 21 shots.

Single-Handed.—F. H. Hughes (Fulham), 23 shots; P. Rutherford (Southgate), 16 shots.

Pairs.—A. J. Croxford and G. Brown (Paddington), 24 shots; J. W. Speight and S. J. Savidge (Leyton), 23 shots.

North-Western Sports Meeting.

The Annual Sports Meeting of the District was originally arranged for September 13th, at Southport, but, owing to heavy rain, only the Golf Competition was played. The Tennis and Bowling events were therefore played at the Ashton Gardens, Lytham St. Annes, on September 27th. Most excellent arrangements were made by the Lytham St. Annes Branch for the playing off of these finals and the thanks of the District Committee are due to them for contributing to a very successful Sports Meeting.

In the Bowling Teams, Southport was successful in securing the Challenge Trophy presented by the North-Western District, beating Birkenhead. Each member of the winning team was presented with a canteen of cutlery, and each member of the running-up team was presented with a clock. The final scores were :—Southport, 135; Birkenhead, 132.

Middleton, through Mr. Partington, succeeded in winning the Individual Bowls Challenge Cup presented by the Manchester Branch, Mr. Partington receiving a clock as prize. The runner-up, Mr. Smith of Rochdale, received a case of Ivory Handle Tea Knives.

In the Tennis Teams Competition, the finalists were again Manchester and Liverpool. Manchester were the winners of the Tennis Teams Challenge Cup presented by the Salford Branch, the members of the team each receiving a case of carvers. The members of the Liverpool team were presented with umbrellas.

In the Individual Tennis (Gent) Competition, Messrs. Micklewright (Crewe), and Walmsley (Lancs. County) were the finalists. Mr. Micklewright succeeded in winning the trophy, and was also presented with a hand-painted salad bowl and biscuit barrel to match.

The Individual Tennis (Ladies) Competition was won by Miss Harper, Liverpool, the runner-up being Miss Bingham of Manchester. The winner besides gaining the trophy was presented with a cut glass cruet in electro-plated frame and Miss Bingham received a fruit bowl in electro-plated frame.

The Golf Competition, which was completed previously, was played at Hillside Golf Course, the successful competitor being Mr. G. H. Keeley of Southport, and Mr. N. E. Phillipson gaining second place. Mr. Keeley, besides carrying off the trophy presented by the Accrington Branch, was presented with a pewter tea pot, sugar bowl and cream jug, and Mr. Phillipson received a cut glass cigarette box.

After tea the Mayor (Councillor A. J. Price) very kindly presented the prizes, and votes of thanks were passed to the organisers for the splendid arrangements which had been made.

West Midlands Tennis.

The Annual Tennis Tournament organised by the West Midlands District Committee was brought to a successful conclusion on Saturday, September 20th, 1930, when the Finals were played off on Monkmoor Tennis Courts, Shrewsbury. In the Men's Doubles Final, Salop County Officers defeated Walsall, and in the Mixed Doubles Walsall beat Nuneaton. A number of members of the District Committee watched with interest the play of these matches, and at the conclusion Mrs. Frank Gee, the wife of the Chairman of the District Committee, presented the trophies to the winning teams. The captains of both teams congratulated the Committee on the great success of the tournament, and spoke in an appreciative manner of the benefits derived from meeting colleagues form other branches.

Nalgo Rifle Clubs.

In the second stage of the competition for the First President's Rose Bowl, 16 members qualified with scores varying from Mr. C. C. Coffin—295-83, down to Mr. T. A. Rutledge—290-62.

In the monthly Spoon Shoot for July, Mr. S. J. Stott, Leeds, was winner, with a score of 100 and Mr. G. Still, Southampton, was runner-up with a score of 97. Mr. Stott also won the Shoot in August with a score of 100, the runners-up being G. W. Clarkson, Leeds, and G. Still of Southampton, each with 98.

The result of the Tie Shoot for the Mappin Shield was Leeds :—L. Farniss, 99; G. F. Clynes, 97; S. J. Stott, 93; G. W. Clarkson, 91; Total 380. *Versus* Southampton :—G. Still, 97; T. Moodie, 97; A. Roberts, 92; W. R. Braxton, 92; Total, 378.

The top scorers for the Sir John Bingham Trophy "All Black" were S. J. Stott, Leeds, 195; G. Still, Southampton, 194; J. Irvine, Jnr., Manchester, 193.

North Wales Bowls.

The Bowling Competitions took place at Colwyn Bay on Saturday, September 27th, resulting as follows :—*Teams.*—Colwyn Bay, 30 v. Rhyl, 15. *Individuals.*—1st R.T. Jones (Llandudno), 21; 2nd J. Lewis Jones (Colwyn Bay), 19. The Winter Programme has been arranged.

Malvern Dinner.

Mr. Henry Hillyard presided at the Annual Dinner of the Malvern Branch held in the Winter Gardens on 10th October. The Dinner was the happy function one associates with Malvern. During the proceedings Messrs. Gatfield, Holt and Walker, who had retired under the Superannuation Scheme, received presentations, and high tributes were paid to the invaluable services of Mr. Hillyard as President, and Mr. F. Layton as Hon. Secretary.

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Insurances.

The attention of readers desiring any class of insurance is directed to the announcement on page ii of the cover which offers a substantial saving by insuring through the Local Government & Guarantee Society, 7, 8 and 9, St. James's Street, S.W.1. [ADVT.]

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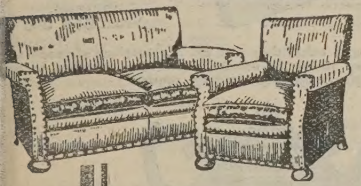

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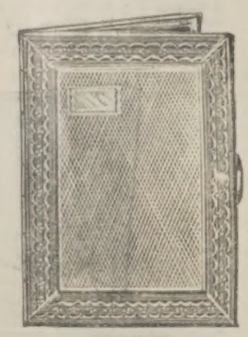

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